

Leading Peak Performing Teams

The ultimate leadership program to increase employee motivation, improve team cohesion, and sustain high performing teams

Format: Corporate in-house program (In-person or online)

Overview

“Everything rises and falls on leadership” - John Maxwell, best-selling author and speaker

This program focuses on developing vital leadership skills to **enhance and sustain your team’s motivation and performance, improve their effectiveness and cohesion, and build world-class teams**. The curriculum combines personal mastery and self-leadership principles with foundational leadership skills. We also guide leaders on navigating organizational changes and adapting their leadership style accordingly.

Leading Peak Performing Teams is offered in three packages to meet your organization’s needs. While the program’s content is heavily evidence-based, participants will find the learning experience engaging and practical, with a strong emphasis on workplace application.



Key Takeaways

- Grasp the fundamentals of personal mastery and effective leadership.
- Lead authentically by aligning with your core values and strengths.
- Learn and implement the four drivers of intrinsic motivation to boost team performance.
- Effectively guide your team through change.
- Influence key factors to create cohesive teams.

Benefits of the Workshop

- Leaders will acquire the mindset and skills to lead their teams to peak performance.
- Change agents will gain strategies to spearhead change efforts.
- Managers will learn to leverage team strengths, manage conflicts, and enhance team cohesion.

Who Should Attend

This program is designed for current leaders who seek continuous growth and improvement in their ability to lead *and* sustain high-performing teams. It is also ideal for those aiming to crystalize their personal and professional vision while achieving organizational goals.

Investment: Three Packages

- I. **Essentials Package:** Three-hour leadership and personal mastery workshop; pre-workshop strengths survey

What you will learn:

- Understand the basics of effective leadership
- Lead authentically by connecting to your core values and strengths
- Grasp the fundamentals of intrinsic motivation to boost team performance
- Learn the four leadership styles and when to use each one

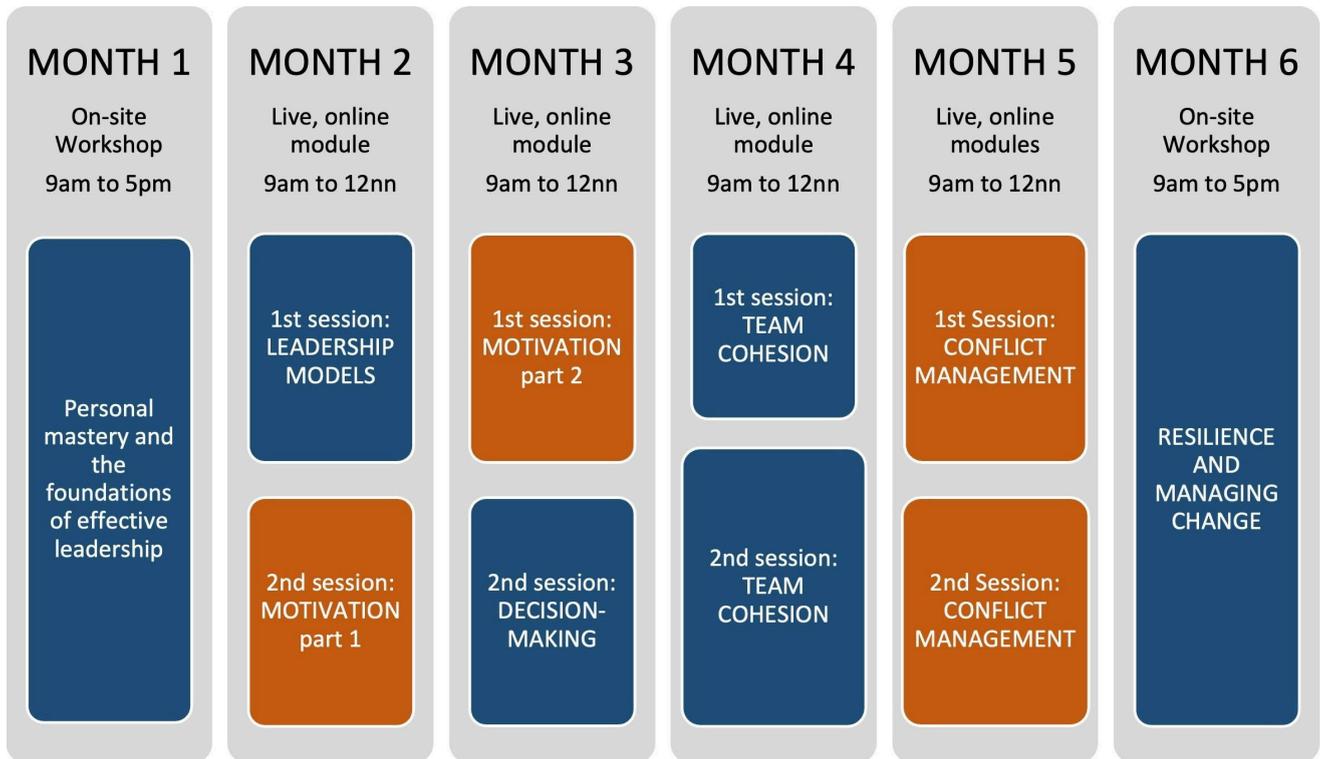
- II. **Mastery Series:** 6-month program; two on-site workshops, live online modules, and one-on-one coaching sessions (5 sessions per participant, 1-hour each) + 360-degree feedback report, pre-workshop strengths survey

What you will learn:

- Develop the heart and mind of an authentic leader
- Understand the four drivers of intrinsic motivation to enhance and sustain team performance
- Improve team effectiveness and cohesion
- Manage team conflicts effectively
- Increase your influence on others
- Master how to make better decisions
- Increase individual and team resilience amidst change

Sample Schedule: 6-Month Program

Note: Live online sessions will occur twice a month



III. **Transformation Package:** 12 to 18-month program; includes everything in the Mastery Series plus a cultural transformation program

What you will learn:

- All outcomes from the Mastery Series
- Align company culture with overall business strategy
- Achieve key change objectives (e.g., reduced attrition, higher engagement, optimized job design, reduced burnout rate, increased diversity)

Note: This is a highly customized program and key outcomes will depend on your strategic objectives.

Comparison of Packages

ESSENTIALS PACKAGE

Pre-workshop survey

- VIA Character Strengths survey

Workshop

- Three hours via online or on-site

Participants can achieve the following:

- Lead authentically by connecting to your deepest values and strengths
- Understand the basics of intrinsic motivation for increased performance
- Learn the four leadership styles and when to use each one

MASTERY SERIES

Pre-workshop survey

- VIA Character Strengths survey
- 360-degree feedback + generated report

6-month program

- Two on-site workshops
- Live online modules, 2x a month, 2.5 hours each session
- One-on-one coaching sessions (Minimum of 5 sessions per participant)

Participants can achieve the following:

- Acquire the heart and mind of an authentic leader
- Understand the basics of intrinsic motivation
- Build and sustain peak performing teams
- Manage team conflicts effectively
- Increase your ability to influence other people
- Increase individual and team resilience amidst change

TRANSFORMATION PACKAGE

Pre-workshop survey

- VIA Character Strengths survey
- 360-degree feedback + generated report
- Organizational Culture Assessment Instrument (OCAI)
- Facilitation of focus group discussions
- Interview with key stakeholders

12 to 18-month program

- Everything included in the *Mastery Series*
- One-day workshop to guide leaders on the change process
- Twice-a-month meetings with key stakeholders
- Creation of a communication plan
- One-day workshop to disseminate communication plan
- Strategy to identify and remove barriers to change
- Working with individual teams to revise norms and processes
- Reinforcement and reward strategy to motivate the achievement of key milestones

Participants can achieve the following:

- Outcomes stated in the *Mastery Series*
- Company culture that is aligned with the overall business strategy
- Key objectives of the change process (e.g., higher engagement, improved hiring process, optimized job design, increased diversity, etc.)

Program Facilitators



Yasmin Gonzales
Co-Founder | Partner
Peak Performance Consulting Group

Yasmin has a Master (ALM) degree from Harvard University, in Industrial-Organizational Psychology where she received the Dean's List Academic Achievement Award.

Her research interests include intrinsic motivation, personal and team resilience, social influence, and leadership.

In addition to her consulting work, Yasmin serves as an adjunct faculty member at the Asian Institute of Management (AIM), where she teaches courses on social influence and motivation.



Joanne Endaya
Co-Founder | Partner
Peak Performance Consulting Group

Jo has a Master in Business Administration (MBA) from Queen's University. Her strengths are in operations and people management.

Jo's mission is to help people discover their value and self-worth in becoming better and happier people.

Further, Jo is a business owner and a yoga teacher. She co-founded Happy Helpers, a professional cleaning company that provides livelihood for urban poor communities in Taguig.

Contact Information

Learn more about this program: Book a free consultation call

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